

## Managing changes in practice

Learning Communities	Leadership	Resources	Data	Learning Designs	Implementation	Outcomes	<b>Educator effectiveness and student results</b>
	Leadership	Resources	Data	Learning Designs	Implementation	Outcomes	Pockets of excellence
Learning Communities		Resources	Data	Learning Designs	Implementation	Outcomes	Lack of support
Learning Communities	Leadership		Data	Learning Designs	Implementation	Outcomes	Resistance
Learning Communities	Leadership	Resources		Learning Designs	Implementation	Outcomes	Lack of focus
Learning Communities	Leadership	Resources	Data		Implementation	Outcomes	Inadequate learning
Learning Communities	Leadership	Resources	Data	Learning Designs		Outcomes	Unsustained change
Learning Communities	Leadership	Resources	Data	Learning Designs	Implementation		Misalignment of goals

Adapted by Learning Forward Senior Consultant Chris Bryan from Ambrose, D. (1987). *Managing complex change*. Pittsburgh, PA: The Enterprise Group, Ltd.